



# MINNESOTA CHIEFS OF POLICE ASSOCIATION

DEDICATED TO THE IDEALS OF PROFESSIONAL POLICING

## BOARD OF DIRECTOR'S MEETING

May 19, 2016  
**10:30 am – 1:00 pm**  
MCPA Office  
1951 Woodlane Drive  
Woodbury, MN 55125

1. **Call to Order** *President Rodney Seurer*
2. **Opening Invocation** *Chaplain Dan Carlson*
3. **Welcome new Board Members** *President Seurer*
  - Mike Mastin (Bemidji)*
  - Joel Scharf (Big Lake)*
  - Eric Werner (Maple Grove)*
4. **Treasurer's Report** *Cari Gerlicher + Susan Engel*
  - Approve April financial report
5. **Secretary's Report** *Sec. Stephanie Revering*
  - Approve minutes from April 18, 2016
6. **President's Report** *Seurer*
7. **MCPA Peer Support Plan** *VP Mike Goldstein*
8. **Committee Reports**
  - Legislative** *3<sup>rd</sup> VP Jeff Potts*
    - 72-Hour Transport Hold*
    - Prescription Drug Take Back*
    - Drug Sentencing Reform*
    - Body-worn cameras*
  - Professional Development** *Todd Sandell*
    - CLEO and Command Academy*
    - Advanced CLEO and Command Academy*
    - NJPA trainings*
  - Communications** *Joe Sheeran*
    - Summer Mag*

Member surveys (CIT Training)

**9. Executive Director's Report**

Andy Skoogman

Review of 2015-16 and 2016-2017 Tactical Plans

Update on MCPA office move

Bylaws updates

Nominating Committee

Region Rep Meeting (June 8, 2016)

**10. Old Business**

Director Mike Risvold

**FirstNet update**

**11. New Business**

**12. Next Meeting:** June 16, 2016 @ 10:30 am/MCPA Headquarters in **NEW BRIGHTON!!**

**13. Adjourn**

MCPA Board of Directors Meeting  
April 18, 2016  
MCPA Headquarters  
University Room  
Best Western Kelly Inn, St. Cloud, MN

**In Attendance:**

Andy Skoogman, Joe Sheeran, Todd Sandell, Susan Engel, Dan Carlson, Hugo McPhee, Rodney Seurer, Dan Hatten, Jeff Potts, Dave Bentrud, Stephanie Revering, Jeff Tate, Tim Eggebraaten, Jeff McCormick, Eric Klang, Cari Gerlicher, Mike Risvold, Mike Goldstein, David Ebinger  
Regional Reps- Julie Swanson, Jim McDonald, Perry Beise, Jason Mork, Rob Yant, Brett Empry  
Guest- Glen Mowrey (SIAC), Jackie Mines, Rich Stanek

**12:13 PM Meeting was Called to Order by President Hugo McPhee Followed by Introductions around the Table**

**Approval of Agenda:** Motioned by Dan Hatten, seconded by Eric Klang; the motion passed.

**Opening Invocation, Chaplain Dan Carlson**

**Sponsor Spotlight, Glen Mowrey:**

- An overview of the Security Industry Alarm Coalition (SIAC) was presented by Glen Mowrey.

**FirstNet Update, Jackie Mines and Sheriff Rich Stanek:**

- An overview of the progress of the FirstNet project and a power point were presented to the Board.

**Approval of the Slate of the 2016-2017 Board Candidates:**

A motion was made to approve the candidates for the upcoming election of Board members. The motion was made by Cari Gerlicher and seconded by Dave Bentrud; the motion passed.

**Treasurer's Report, Susan Engel and Cari Gerlicher:**

- The March monthly financial reports for the Association and the Foundation were presented.
- Treasurer Gerlicher presented the bills for March and a motion was made to approve the payment of the bills. The motion was made by Hugo McPhee and seconded by Jeff Tate; the motion passed.

**Secretary Report, David Ebinger:**

- Minutes from March 17, 2016 Meeting were submitted. A motion to approve the minutes was made by Dave Bentrud and seconded by Rodney Seurer; the motion passed.

**President's Report, President Hugo McPhee:**

- President McPhee advised that the latest Officer Leadership Training in Staples went well. The reviews were very positive and 59 persons attended.

### **Committee Reports:**

- Legislative Committee, Jeff Potts:
  - Drug Sentencing Reform – A compromise to the committee recommendations is being worked on with the County Attorney’s Association, MPPOA and the Sheriffs.
  - Body Cameras – Passed in the Senate but little progress in the House. Representatives Cornish and Scott are meeting but progress appears to be slow.
  - GVPO – Does not appear to be moving forward.
- Professional Development, Todd Sandell:
  - The Advanced CLEO and Command curriculum will be presented to the membership at ETI through a power point presentation.
  - Half of the tuition for the first 12 participants in the Advanced CLEO will be paid for through a grant from General Mills. An additional \$300 will be paid for applicants from Region 5 through the NJPA Training Center in Staples.
  - Land O’ Lakes has provided a \$10,000 grant to MCPA.
  - The next Officer Leadership Training will be presented in New Brighton in October.
- Communications, Joe Sheeran:
  - The ETI promotions have gone well; we have the highest attendance of record.

### **Executive Director’s Report: Andy Skoogman**

- The move to New Brighton is on track and should take place in the beginning of June.
- Two Men and a Truck have agreed to move us into the new offices at no charge.
- The proposals for the technology improvements in the new offices are coming in.
- We will close on the sale of the Woodbury building on April 29.

**Meeting Adjourned:** The meeting adjourned at 1:40 PM.

Minnesota Chiefs of Police Association  
Peer Support and Outreach Proposal  
May 19, 2016

**Purpose:**

The following outline is a proposed action plan to assist in the planning for, and the implementation of, the Minnesota Chiefs of Police Association's (MCPA) Peer Support and Outreach Program.

**Background:**

In 2014, at the MCPA's last strategic planning retreat, a number of strategic goals and tactical initiatives were drafted and later adopted by the MCPA's Board of Directors. Since that time, a number of identified and agreed upon strategies have been implemented with success.

That being said, one strategy that has not been fully developed is the Peer Support and Outreach Program that in the past several months has been a "topic of discussion" based on a number of factors e.g. the President's Task Force on 21<sup>st</sup> Century Policing, critical incidents that have challenged our profession both nationally and locally, and the voiced desire by the MCPA's membership to have a structured program in place to assist CLEOs in their times of need.

The Peer Support and Outreach Program was briefly discussed at this year's Executive Training Institute with the promise of a fully developed and delivered program by year's end. To meet this this stated goal, it is incumbent for the MCPA's Board of Directors to embrace this planning effort to meet its membership's needs.

While it has been suggested and certainly supported, for good reason, that New Brighton Director Bob Jacobson and Pastor Dan Carlson lead this effort, there are gaps in a coordinated planning effort to fulfill this strategic goal for the Association.

As such, the following proposed outline has been created to help remedy this concern.

**Proposed Outline:**

In reviewing the MCPA's organizational capacity, it is recommended that the following steps be considered for the planning for, and the implementation of, the MCPA's Peer Support and Outreach Program.

- I. Convene a group of interested board and general members that will meet on a bi-weekly or monthly basis (depending on need) for the next four to five months to plan for the statewide implementation of the Peer Support and Outreach Program. This group will include: Director Bob Jacobson, Pastor Dan Carlson, Chief Mike Goldstein, one MCPA staff member, one to two more MCPA Board Members and one to two general members from both greater Minnesota and the metropolitan area – there are some CLEOs who have already expressed an interest in participating.

- II. The Planning Committee will design the program's parameters, which will initially be limited to providing a peer support and outreach system for all interested CLEOs across the state.
- III. Director Bob Jacobson, in a part-time and funded capacity, will oversee the implementation and continued coordinated support for the program so that it is a sustainable and functional MCPA offering. As such, Director Jacobson would be a part-time contractor for the MCPA.
- IV. Monies from the Minnesota Chiefs of Police Foundation (MCPF) through an approved and limited budget, will support the program on a trial basis for a suggested 24-month period. Current Foundation Members and other charitable donors (some who have already been identified) will be tasked with raising specific funds for this programming.
- V. The Planning Committee would be maintained in an ad hoc capacity to assist with any future planning needs for the revision of, or the possible expansion of, the program. The group will conduct an evaluation near the pilot program's culmination date and will make a recommendation to the MCPA Board regarding the program's status.

**Timeline Considerations:**

- I. Receive MCPA Board authority to initiate this proposal at the May 19, 2016 meeting.
- II. Convene first planning meeting in June 2016 and set up meeting schedule.
- III. Unveil program draft to the Advanced CLEO and Command participants at their fall training to receive feedback.
- IV. Revise programming based on feedback and forward draft plan to the MCPA Board at their November meeting for feedback.
- V. Seek MCPA Board approval for the final plan at the December meeting.
- VI. Launch MCPA Peer Support and Outreach Program in January 2017.
- VII. Ad hoc Planning Committee will monitor the program and meet when necessary. This group, in conjunction with Director Jacobson, will complete program evaluations every six months and will make a final recommendation as to the program's status to the MCPA Board near the end of the pilot.



## MINNESOTA CHIEFS OF POLICE ASSOCIATION

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### Highlights of REVISED MCPA Tactical Plan (2015-2016)

#### **KEY:**

~~Crossed out~~ text indicates objective has been completed

Red text explains progress

Black text has not been completed

1. **GOAL: Enhancing Leadership Skills for all levels of profession**
  - a. ~~Hiring Professional Development Director~~
  - b. ~~Forming new Professional Development Committee~~
  - c. ~~Developing new curriculum for Advanced Academies and Leadership for Line Officers~~ (Still need to develop curriculum for *Advanced Leadership Academy* but we are ahead of schedule on the training plan)
  - d. Evolving + Growing CLEO Certification (PDC Subcommittee will work on this in Summer- Fall 2016)
  
2. **GOAL: Redesign/recommend approval of bylaw changes in order to grow engagement and better represent the diversity of membership needs statewide**
  - a. ~~Soliciting feedback from Region Reps and formulating future of program~~
  - b. Review of Associate ~~Membership~~ criteria
  
3. **GOAL: Expand and improve quality of police applicants thus making policing better in Minnesota**
  - a. ~~Identifying partnerships with minority police officer associations~~
  - b. ~~Hosting trainings that focus on hiring (Dr. Oliver workshops, ETI?)~~
  - c. ~~Providing critical input to POST BOARD on new Learning Objectives~~
  - d. Exploring grant opportunities for public awareness campaign
  
4. **GOAL: Provide strong professional and personal support to CLEOS**
  - a. ~~Increasing communications and connections thru technology ("Chiefs Chat" and video conferencing)~~ (We are using both on-line forum discussions and podcasts so far; the plan, is to launch technology in Fall of 2016)
  - b. Developing a Critical Incident Peer Support Team (in process)
  - c. ~~Continuing personal outreach efforts~~
  
5. **GOAL: Have a greater impact on legislation by establishing strong legislative connections**
  - a. ~~Launching legislator recognition program~~
  - b. Communicating more with members using technology (waiting on technology)
  - c. ~~Created a more member inclusive process to develop legislative agenda~~
  
6. **GOAL: Enhancing the MCPA brand**
  - a. Quarterly virtual updates to all members (waiting on technology)

- ~~b. Exploring ETI app~~
- ~~c. Enhancing and increasing our Academic and private sector partnerships~~
- ~~d. Continuing aggressive traditional and social media tactics~~





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### Highlights of REVISED MCPA Tactical Plan (2016-2017)

#### **1. Enhancing Leadership Skills for all levels of profession**

- a. Hosting three (3) Officer Leadership Development Seminars across MN (Staples (April 7), New Brighton (Oct. 16) and location TBD (March. 17))
- b. Evolving + Growing CLEO Certification by forming new working group and finalizing renewal criteria
- c. Building a "Supervisory Focus" at ETI

#### **2. Redesign/recommend approval of bylaw changes in order to grow engagement and better represent the diversity of membership needs statewide**

- a. Studying effectiveness of virtual meetings for MCPA Board meetings (i.e. virtual attendance)
- b. Re-establishing MCPA Nominating Committee

#### **3. Expand and improve quality of police applicants thus making policing better in Minnesota**

- a. Form sub-committee of Board and interested members to revisit efforts of past two years and determine next steps

#### **4. Provide strong professional and personal support to CLEOS**

- a. Developing Pillar 6 Initiative/Peer Support program
- b. Exploring the creation of an MCPA "Training Fund" or other type of re-investment back to members thru either special Board working group and/or Exec Committee
- c. Developing training course to educate city administrators/managers on challenges facing CLEOS and vice versa

#### **5. Have a greater impact on legislation by establishing strong legislative connections**

- a. Refining and promoting new member inclusive process by which MCPA sets legislative agenda
- b. Continuing to develop new -and build upon existing - relationships with lawmakers and stakeholders
- c. Increase attendance at 2016 Legislator Recognition Luncheon (November 2016)

#### **6. Enhancing the MCPA brand**

- a. a. Increasing internal and external communications, connections and professional development options with technology (*Video conferencing, quarterly association updates and virtual informational presentations*)
- b. Revisiting feasibility of MCPA membership app and exploring new website hosting service to meet new and growing needs around e-commerce and registration
- c. Supporting the Foundation as it reorganizes and re-focuses its efforts on new private sector events and initiatives